President

Patrick Russell (incumbent) – I am honored to seek reelection as President of MOSES and remain committed to fighting for our members' rights, wages, benefits, and working conditions. The challenges ahead are significant, including the growing use of artificial intelligence, preserving hard-earned benefits such as telework, and ensuring fair compensation and workplace protections. As we enter another round of collective bargaining, experienced leadership and strong representation will be essential. I am proud of what we have accomplished together and ask for your continued support to build an even stronger MOSES for all members.

Vice President

Jessica Leger (incumbent) – Since being appointed Vice President by President Russell and the Board of Directors this spring, I am proud to continue serving MOSES members in this new role. I have worked as a Forensic Scientist with the Massachusetts State Police Crime Lab for over 20 years and have served on the MOSES Board of Directors for the past 10 years. In my previous role as MOSES Treasurer, I managed the Union's finances, protecting and growing our assets. As Co-Chair of the Health and Welfare Trust, I helped expand the Healthcare Mitigation Program to all MOSES members. I also serve as Collective Bargaining Co-Chair and have helped negotiate successor agreements to improve compensation and benefits for Commonwealth members. I have enjoyed taking on the responsibilities of Vice President and look forward to continuing this work. I respectfully ask for your vote. Thank you.

Secretary

Paula Davison (incumbent) – I have worked at DCR for almost 20 years, and am currently serving as the Secretary for MOSES. I am honored and grateful to be nominated to continue in this role. I have served on the MOSES Board of Directors for 7+ years. I pledge to perform all Secretary position duties, as spelled out in our Constitution. I am attentive, detail-oriented and well organized – all qualities that are beneficial to keeping official, accurate records. I have attended almost every in-person meeting during my tenure, which has allowed me to connect with members. My husband works at MassDOT and I often interact with MOSES members from other agencies in my role at DCR, which allows me to view things from multiple perspectives. I look forward to helping to bridge the gap between our veteran employees and newer members to make sure all voices are heard.

Christophen M. Dighton - Our Union is only as Strong as We Make It! Your vote decides the strength of your Union.

Christophen is a candidate in the at-large contest for Trustee. Members can vote for Christophen in both contests.

Treasurer

Allen Bondeson (incumbent) - MSCE UMass Lowell, PE, MassDOT MOSES member for 42 years. It has been my privilege to serve as the MOSES Secretary for the last 19 years and serving most recently as the MOSES Treasurer. I currently work in the Boston Construction office as a CEVI and currently serve as Co-Chair of the MassDOT Collective Bargaining Committee (CO-Chair), a member of the Health and Welfare Trust. As Treasurer I will continue to ensure your membership dues are safe, secure and managed to meet the needs of the organization.
Our current contract expires on June 20, 2027. I have a deep understanding of the issues and my experience is helpful during negotiations for a successor agreement.
I am always available to discuss question you have regarding Health and Welfare, retirement or employment issues at 978-912-1733.
Thank you for your consideration.

William F. Callahan – Fellow MOSES members, I am honored to have been nominated by President Russell for Treasurer and ask for your support. I am a Chemist III in the Division of Analytical Chemistry at the Massachusetts State Public Health Laboratory (DPH), with nine years of service. I began as a MOSES steward in 2022, was appointed to the Board of Directors in 2023, and was elected to represent DPH in 2024. I currently serve on the Collective Bargaining, Budget, Legislative, and Membership subcommittees, among others.

As Treasurer I will bring the care and accountability of my laboratory and committee work to ensure transparent financial management, accurate records and reporting, and careful management of dues and resources. I am committed to serving with integrity and excited about this opportunity. For these reasons, I respectfully request your vote for Treasurer of MOSES. In Solidarity, Bill Callahan

Betsy Rabel - My name is Betsy Rabel and I am asking for your vote for Treasurer of MOSES. I have worked as a Forensic Scientist III at the Massachusetts State Police Crime Laboratory for the past 21 years. Over those years I have seen how hard our union has worked to negotiate fair wages, protect our rights, and ensure all members are represented equally. Having benefited from the union's efforts I feel it is my turn to step forward and be part of the process. I respect how the board has moved towards transparency and digitization. As Treasurer I will continue this growth and promise to do my best to keep MOSES funding on a forward trajectory. This election cycle I ask that you vote Betsy Rabel for Treasurer.

Trustees (3 seats)

Ramon A. Cruz - Dear Brothers and Sisters,
After more than 20 years of institutional knowledge within the Authority, I have witnessed, more than my fair share.
If elected, I support clear, consistent guidelines that treat members fairly. **Years of service** should receive meaningful consideration in advancement and promotion opportunities, alongside established qualifications and fair, transparency. **Managerial authority** should not eliminate the need for fairness, consistency, and accountability.
We must create opportunities for current and future members to advance from within our organization.
Experience, distribution charitable funds throughout the Commonwealth.
Members deserve answers, deadlines, transparency, and accountability—not excuses. I will fight for open communication, and leadership that puts members' priorities before personal interests.
If you want strength, fairness, accountability, and a voice that represents you, vote for me.
Thank you for your consideration, and your support.
In unity and solidarity,
Raymond A. Cruz

Chistophen M. Dighton - Our Union is only as Strong as We Make It! Your vote decides the strength of your Union.

Christophen is a candidate in the at-large contest for Secretary. Members can vote for Christophen in both contests.

Kimberly Dimes - For the past 1.5 years I have been an active member of Moses at MWRA. During that time, I have gained valuable insight into the needs and concerns of our members and the importance of responsible union leadership. As Trustee, I would be committed to ensuring transparency, accountability, and proper oversight of union finances and assets. I was previously a member of LIUNA AFL_CIO for 17 years. I am currently the Town of Winthrop Precinct 2 Councilor and a member of the Finance Committee. I believe that my leadership in municipal government and my union experience make me well qualified for the position. Thank you for your consideration.

Charles Young - My name is Charlie Young I am a Traffic Data Engineer CE V I have worked for MassDOT for around ten years. I started as an EA II and have been promoted to a CE I, CEII, RE, AE, and now CE V. I have worked in District 5 and District 6 aa well as HQ Ten PP. Before MassDOT I worked for other municipalities for 25 plus years as a department head, Forman, engineer. I have been a Union rep, treasurer several times over my 36 plus year career.

Group 1 – Department of Transportation (12 seats)

Allen Bondeson - MSCE UMass Lowell, PE, MassDOT MOSES member for 42 years. It has been my privilege to serve as the MOSES Secretary for the last 19 years and serving most recently as the MOSES Treasurer. I am respectfully requesting your vote for MassDOT Director.
I currently work in the Boston Construction office as a CEVI and currently serve as Co-Chair of the MassDOT Collective Bargaining Committee (CO-Chair), a member of the Health and Welfare Trust. Our current contract expires on June 20, 2027. I have a deep understanding of the issues and my experience would be beneficial during negotiations for a successor agreement.
I am always available to discuss question you have regarding Health and Welfare, retirement or employment issues at 978-912-1733.
Thank you for your consideration.
Allen is a candidate in the at-large contest for Treasurer. MassDOT members can vote for Allen in both contests.

Miranda Briseño (incumbent) - MassDOT MOSES Members—I humbly ask for your vote to re-elect me to the MOSES Board of Directors. I am a planner in the Office of Transportation Planning at 10PP and am wrapping up my first term on the Board. I chose to work at MassDOT because I knew I would join a union, and I am thankful that two years ago members voted me onto the board and allowed me to serve in this capacity. I have learned so much from longstanding board members in my first term. I hope you will re-elect me to continue the good work our current and past BOD has done. The future success of MOSES and unions is dependent on continued participation from younger members who are committed to continuing this work and getting the best for our members, and I am firmly committed to that goal. I hope to earn your vote.

Christophen M. Dighton (incumbent) - Our Union is only as Strong as We Make It! Your vote decides the strength of your Union.

Christophen is a candidate in the at-large contests for Secretary and Trustee. MassDOT members can vote for Christophen in all three contests.

Robert Fitzgerald (incumbent) - Well, this is it. My last election before retirement. I served for 24 years so far and willing to finish this off. The next two years will be tough for MOSES considering there is no money in Boston, despite record tax revenue. MassDOT is struggling to cover all our projects, our fleet is aging and sparse. My goal for the next two years is pushing MOSES to fight back against dangerous conditions, especially in Construction. There is a very important election for this Fall, if the status quo remains, nothing will change. The younger members need to get involved, what happens (or doesn't) at the Board of Directors affects you greatly. Anyway, if I don't get elected thank you everyone that voted for me throughout the years. Peace.

Brian Graziano (incumbent) - My name is Brian Graziano, and I am seeking your vote for re-election as an Officer on the MOSES Board of Directors. A proud member of MOSES and a MassDOT employee since 2008, I have dedicated my career to serving the Commonwealth and our union.
Throughout my tenure, my priority has remained the safety and security of our members—advocating for robust protections both in the office and out in the field. I deeply respect the transparency and candor of our current leadership, and I am committed to ensuring every member is fully informed of the resources and options MOSES provides.
I promise to be your most ardent advocate within the government. It would be a privilege to continue representing your interests and ensuring you have the support you need, when you need it.
Stronger Together.

Valerie Kilduff (incumbent) - I am seeking your support for re-election to the Board of Directors for a second term. I currently work for MassDOT as a Project Manager in Design Build/Major Projects Boston. Working on various teams with many union and management organizations throughout my career has sharpened my communication and interpersonal skills and has taught me how to work toward a meaningful solution. I wanted to bring these skills to MOSES to help further our causes. That is why I originally ran for my first term as a BOD member and why I wish to continue on the BOD. My current committee assignments have allowed me to use these skills to further our union priorities. My focus is and always will be on what is best for our members and my goal is to provide the best possible support and representation for members of our bargaining unit. Thank you for your consideration.

Herrio Lamothe - I am Herrio Lamothe, and I am running for the MOSES Board of Directors. Drawing on my 12 years of experience at MassDOT (D4 and 10PP), I know that our diversity is our greatest strength. However, our current leadership fails to reflect our membership, A powerful, inclusive union requires a Board that authentically represents the people it serves. If elected, I will fight for the following priorities: 1. Diversity & Inclusion: Ensure leadership reflects our membership to foster more effective, empathetic conflict resolution. 2. Dental Equity: Advocate for dental benefits equal to those provided to non-union staff. 3. Vacation Flexibility: Push for the right to cash out up to two weeks of vacation time annually, giving members greater financial control. 4. Professional Investment: Champion expanded reimbursement for training and professional development to help advance our careers.

Vote for Herrio Lamothe. Let’s build the union we deserve.

Daniel Murphy - I appreciate the nomination given by Mr. Allen Bondeson, it took me by surprise. That being said I would like Member support to represent MassDOT in this election.

Please take the time to vote and use your voice. We all are afforded certain rights and benefits due to collective action and it starts with voting .

Adetoyin Olaoye - My name is Adetoyin Olaoye, I graduated from Boston University in 2001 and began my career in the Traffic Operations Unit and have served in the Project Development Unit and Construction Unit at MassDOT, Highway over the past 25 years, and presently in the Project Management Unit. I received the Bay State Roads Scholar Certificate, the Mentoring Award and the Commonwealth of Achievement Award. I have decided to bring my problem-solving skills and my data analysis and reporting skills to support the goals of the membership and leadership of the organization. I hope to earn your vote to strengthen our union.

Carmen Dayanara Ramirez (incumbent) - Fellow members, please honor me with your vote!
I joined MassDOT and MOSES in 2004, serving as Board of Directors since 2014, proudly bargaining and advocating for all members, independently of their profile, position or longevity. Attaining increases to salaries, PTOs, stipends, pay differentials, promotional rates, to name a few, delivering results. I am an independent and analytical thinker, outspoken, while respectful of others' views. I believe in equality, fairness, transparency and open-door policies. I am a Resident Engineer, a single mother and care giver, I understand our value to MassDOT, the financial and workload challenges we face, and the work-life balance we need. Offering an uninterrupted tenure since 2014, I bring continuity and seasoned representation. Currently serving as Co-chair on the Collective Bargaining and the Grievance committees and attending the Labor Relations meetings.
Support Paula Davison for Secretary. Thank you!

Michael Rappa (incumbent) - I have been with MassDOT and a proud Union Member for 21 years. I am working in D4 construction as a Resident Engineer. For the past eight years, I have had the privilege of serving as a Union Steward, where I have worked directly with members, listened to their concerns, advocated on their behalf, and helped navigate workplace challenges. I am currently sitting on the Board of Directors and involved with committees, such as the MassDOT Collective Bargaining committee, the Recreation Committee, and the Meeting Location Committee. I am committed to this work and respectfully ask for your vote to continue on the Board of Directors. Thank you for your support and consideration.

Steve Ready (incumbent) - I am a candidate for reelection to MOSES Board of Directors. I have served for the past 8 years. I am also a Steward and on the Grievance Committee, Collective Bargaining Committee.
I have been a State Employee for the last 18 years in D5 Construction as an Assistant Resident Engineer. Prior to that, I was a Sub-Contractor to the State for 30 Years in Field Engineering/Surveying.
I have excellent communication skills, am a team player and continue to advocate for Employees Rights. I am always available to help fellow employees, no matter what the issue is or to answer any questions that you have.
I would appreciate your consideration for your Vote.
It has been a pleasure serving on the Board of Directors.
I ask that you vote for Patrick Russell for MOSES President, Jessica Leger for Vice President, Paula Davison for Secretary and Allen Bondeson for Treasurer.
Thank you, Steve Ready

JP Telemaque (incumbent) - I have served on the MOSES Board of Directors since 2014. As an Army Veteran who deployed to Afghanistan in 2013, I bring the same discipline, respect, and motivation to my work at MassDOT. I joined MassDOT from college in 2008 and have been proud to serve ever since. As a Resident Engineer, I have led numerous projects, including the All Electronic Tolling System, I-90 Toll Demolition in District 3, Acceler-8, and the I-495/I-90 Interchange Improvements. I also serve on several committees, including Grievance, Collective Bargaining, and Recreation. MOSES employees are the foundation of our success and the reason I come to work every day. Your vote is a vote for continued employment security, education, and benefits, along with an outspoken voice for newer and younger members and a strong advocate for those who have dedicated years (even decades) to MassDOT. I would appreciate your support!

Linda M. Walsh (incumbent) - I have been honored to serve you as a member of the MOSES Board of Director's since 2020. I feel my 28 years of experience working at MassDOT has given me the ability to advocate for every employee regardless of the situation. I have been a strong voice for all and will continue to do so if re-elected. I take the position seriously and do my best to represent the members with honesty and integrity to find solutions to each and every problem or need that faces MassDOT from Collective Bargaining to Grievances and beyond. I would be honored to gain your trust and vote to continue on the MOSES Board of Directors. In Solidarity.

Andrew Welcome - I am excited to announce my candidacy for Officer on the Board of Directors representing MassDOT. I've been working at MassDOT for over 5 years now since starting after graduation. I've been very blessed to work alongside amazing people who have dedicated significant time and effort to public service. Recently I've paid more attention to the union meetings and realized many of the benefits and protections we possess aren't guaranteed and are constantly at stake. I am appreciative of our union leadership who do everything in their power to deter these attacks on our protections and resources. This has inspired me to run and take part in these efforts to uphold our benefits. It is my mission to serve as an advocate and represent the interests of fellow public servants who keep our infrastructure operating day to day but don't always get the respect they deserve.

Zachary C. Wright - My name is Zachary Wright and I am asking for your vote so that I can serve on the MOSES Board of Directors. I have been working as a BI3 bridge inspection team leader for 5 years for MassDOT District 2. Before my time with the state I worked as a bridge inspector in the private industry for 10 years traveling around New England and New York City and State. I believe my unique experience will be a valuable asset. I am a strong supporter of labor and seek to strengthen the community that we all are a part of as MOSES members. I am dependable and I am committed to this work and the time it takes. Thank you for your consideration.

Joe Yoo (incumbent) - Over the past eight years at MassDOT, I've worked across a variety of roles and teams, making strong connections and gaining insightful perspectives on our workplace. During my two years on the MOSES Board of Directors, I've worked to improve conditions and provide recreation opportunities for fellow members.

I'm running to ensure that members, especially those with many years of service still ahead of them, have a meaningful voice in shaping the organization and workplace.

Charles Young - My name is Charlie Young I am a Traffic Data Engineer CE V I have worked for MassDOT for around ten years. I started as an EA II and have been promoted to a CE I, CEII, RE, AE, and now CE V. I have worked in District 5 and District 6 aa well as HQ Ten PP. Before MassDOT I worked for other municipalities for 25 plus years as a department head, Forman, engineer. I have been a Union rep, treasurer several times over my 36 plus year career.

Charles is a candidate in the at-large contest for Trustee. MassDOT members can vote for Charles in both contests.

Group 2 – Department of Environmental Protection (6 seats)

John Bardzik (incumbent) - I have been a DEP-Lawrence Chemist for 39 years and have proudly served as your Board Member and Steward for 20 years. As Goodwill Committee Chair, several new scholarships have been added and I continue helping members in need. As your experienced Collective Bargaining Co-Chair, I co-negotiated our previous contract delivering an 11% pay increase. With our next negotiation round beginning soon, my deep bargaining experience is critical to secure the strong contract you deserve. I will fight to enhance vacation time amounts and accrual rates, preserve existing telework benefits, and establish strong AI protections to safeguard employee roles and protect against invasive surveillance. Additionally, I will fiercely advocate for enhanced scheduling flexibility, and fairness for members who must work onsite. I currently serve as Budget Chair and I sit on the Legislative and Grievance Committees. I want to continue serving as your advocate. Thank you for your consideration!

Joseph Dorant (incumbent) - MOSES Members from DEP,

I respectfully ask for your vote for the DEP Board seat so I can continue serving as your representative. I have proudly served MOSES for 27 years, including 14 years as your President. I am proud of what we have accomplished together, thanks to the dedication and involvement of members like you.

As Chair of the Legislative Committee and a member of the Collective Bargaining Team, I remain actively involved in protecting our interests and strengthening our organization. I am committed to being accessible and responsive to your needs. As many DEP members know, I am always just a phone call or email away whenever you need assistance.

Thank you for your continued support and encouragement over the years. It has been an honor to serve you, and I would sincerely appreciate your vote to continue representing you on the DEP Board.

Matthew Gentry - I have been an active member of MOSES for four years. Prior to MOSES, I was a founding member of the union representing instructors and scientists at the University of Colorado. There, I learned that the purpose of a union is to provide us, people who must work to live, influence over our workplaces. I want you to be involved in decisions about our workplace. Our ability to bargain over pay, benefits, and conditions increases as more of us are engaged in the labor struggle. People are organizing for unions and better contracts at hospitals, schools, retailers, and coffee shops all over the state. MOSES must support and participate in this movement. MOSES should join the Mass-Care coalition for universal healthcare in our state, and we should be talking about standardizing the 32-hour work week, without reductions to salary or benefits. The 40-hour standard is outdated.

James Gibbs (incumbent) - I've been a member of MOSES and working for MassDEP for 30+ years. I've worked in four of MassDEP's Bureaus – BAS, BAW, BWR and BWSC, I've also worked on the Environmental Crimes Strikeforce – so I have a unique perspective of the overall DEP mission, how it all fits together and the value of teamwork. I've been working on the MOSES Health and Welfare Trust Committee, processing your medical claims and I also serve on the Legislative and Collective Bargaining Committees, looking forward to the coming contract negotiations. I'm an Army veteran, the MOSES Steward in WERO and I'm honored to work as a newer voice on the MOSES Board of Directors, advocating for you. I would greatly appreciate your vote and support. Thank you.

Michael Hurley (incumbent) - I've been with MassDEP for 30 years, served as a MOSES Shop Steward for 12 years and as your representative on the Board of Directors for 5 terms. I am proud to be a working part of MOSES and currently represent you on the following Committees: Collective Bargaining, Insurance, Goodwill, Grievance (Chair of DEP Grievance), Safety and Health, Legislative, CARE Collective Bargaining, Membership, and others. MOSES' strength is in its members, and its hallmark is the constant work it does with HRD, Employee Relations, and the EEA/DEP Administration protecting your rights and safety and ensuring that you receive your hard-bargained-for benefits. Whether you have a small question or a big problem, I look forward to working with you on the issues that matter to you most. Please consider giving me your vote. If you have any questions, please contact me at 617-347-8237.

Emily Petro - Greetings fellow union members, my name is Emily Petro, and I am the Wetlands Circuit Rider for the Central Region's Wetlands Program. I joined MassDEP in mid-2025 and have been impressed by the benefits and representation of our union. I am eager to get involved and help provide a perspective from each of MassDEP's regions, as well as be a voice for the upcoming generation of MOSES members. Before joining MassDEP, I worked in the private sector for an environmental consulting firm, and I spent almost four years working as a Conservation Agent for a municipality. Currently, I serve as a member of my local Conservation Commission and was recently appointed to my town's Master Plan Steering Committee. My background and experiences make me a strong advocate for the needs of the collective. I thank you for your consideration and vote.

Emilly's statement was not received in time to be included in the ballot mailing but has been included here on the document available on the MOSES website.

Nicholas Shuler (incumbent) - I am excited to announce my candidacy to run as a candidate for a 2nd term on the MOSES Board of Directors. I have 11 years of experience with DEP in the Drinking Water Program, which consists of 2 years in the Boston Office, and 9 in the Southeast Region. Being elected for another term is an opportunity to continue my commitment to being a voice for all our staff. During my time with MOSES, I have brought your questions and concerns to the Board and kept you updated by communicating with you in person, by email and virtually. Furthermore, I have brought afternoon hybrid meetings to MOSES members through events called MOSES Mini Gatherings to the Southeast Regional Office (SERO) and the Central Regional Office (CERO) with more on the horizon. Thank you for considering my candidacy. I look forward to the opportunity to continue to serve you.

Jackson Struble (incumbent) - All, I am running for re-election convinced more than ever both of the value of unions to their members and good leadership to unions. I have learned a little now of how the organization operates, and I continue to believe that I can be an asset to that operation with my patience and knowledge. Yours in fellowship, Jackson Struble.

Annum Tariq - My name is Annum Tariq. I have been with MassDEP for five years. Moses does a great job advocating for our rights and I would like to be a more active part of the organization. We're going through an interesting time where the employees who have been here 30 years are on their way out and the new generation is coming in. I am here to listen to everyone regardless if they are two years away from retirement or just starting out their career at the Commonwealth. My goal is to listen to your concerns and treat every single person equally regardless of their age, gender or race. I ask you for your vote. Thank you for your consideration.

Group 3 – Department of Public Health (3 seats)

William F. Callahan (incumbent) - My name is Bill Callahan and I've been working at the State Public Health Lab for nine years. I began as a MOSES steward in 2022, was appointed to the Board of Directors in 2023, and was elected to represent DPH in 2024. Over that time, I've worked to stay in regular contact with members at the agency, share information, and help with issues as they come up. I've also served on the Collective Bargaining, Budget, Legislative, and Membership subcommittees. The last few years have brought real challenges across the departments, and I've been glad to see the resilience and commitment of our members. I'd like to keep investing my time in representing DPH and would appreciate your vote to continue serving on the MOSES Board of Directors for another two years.

William is a candidate in the at-large contest for Treasurer. DPH members can vote for William in both contests.

B. Marie Cunningham (incumbent) - I am a candidate for re-election to the Board of Directors, representing the Department of Public Health. I am asking for one of your 3 votes to continue to work for you as we move forward facing new challenges within public health and state government. Vote the worker B's (Betsy, Bill and B. Marie). Please consider voting for Bill Callahan as Treasurer.

Elisabeth O'Brien (incumbent) - It has been an honor to serve as a MOSES Board of Director. I have observed my DPH colleagues (Epidemiologists, Microbiologists, Chemists, Environmental Engineers and Analysts, Regional Planners, among many others) tirelessly adjust to and navigate the changing workplace, all while remaining highly dedicated to their jobs during these uncertain times. Today we face a lack of competitive salaries, staffing shortages, long commutes, and uncertainty over return to work policies. As a long term DPH employee, my focus will be on advocating for higher salaries, workplace flexibility and safety, fairness and equity, as well as acknowledgement for the hard work shown by you as dedicated DPH professionals. Additionally, Board members are responsible for ensuring that MOSES continues to be a highly regarded organization dedicated to maintaining high standards and great fiscal responsibility. Thank you for your consideration and support.

Group 4 – Massachusetts Water Resources Authority (3 seats)

Ramon Cruz - Dear Brothers and Sisters,
After more than 20 years of institutional knowledge within the Authority, I have witnessed, more than my fair share. If elected, I support clear, consistent guidelines that treat members fairly. **Years of service** should receive meaningful consideration in advancement and promotion opportunities, alongside established qualifications and fair, transparency. **Managerial authority** should not eliminate the need for fairness, consistency, and accountability. We must create opportunities for current and future members to advance from within our organization. Experience, distribution charitable funds throughout the Commonwealth. Members deserve answers, deadlines, transparency, and accountability—not excuses. I will fight for open communication, and leadership that puts members' priorities before personal interests. If you want strength, fairness, accountability, and a voice that represents you, vote for me.

Thank you for your consideration, and your support.
In unity and solidarity,
Raymond A. Cruz

Ramon is a candidate in the at-large contest for Trustee. MWRA members can vote for Ramon in both contests.

Kimberly Dimes - I am proud to submit my candidacy for the position of the MOSES Officer representing MWRA. As a dedicated union member, I am committed to advocating for the interests, rights, and professional well-being of our membership. I believe strong leadership, open communication, and active member engagement are essential to maintaining a strong and effective organization. If elected, I will work diligently on key committees. I am committed to ensuring that member concerns are heard, represented, and addressed fairly while supporting efforts to improve working conditions, protect benefits, and advance our collective voice. I value collaboration, integrity and accountability, and I will strive to keep members informed and engaged in the important decisions affecting our union. I would be honored to serve and respectfully ask for your support and vote as your MOSES Officer representative.

Kimberly is a candidate in the at-large contest for Trustee. MWRA members can vote for Kimberly in both contests.

David Gottshall (incumbent) - My name is David Gottshall. I am a Laboratory Manager in the Central Laboratory at Deer Island. I have been with the Authority and a MOSES member since 2009 and a Board member since 2012. I have worked cooperatively with my fellow MOSES members on the contract negotiations, grievance, budget, goodwill, and constitution committees. I hope to continue to serve the members and help keep them informed of the issues that affect them. Proven experience, clear communication, and transparency are critical to an informed membership as we go into contract negotiations in 2027. Your voice matters, and your hard work deserves representation that will work just as hard for you. If you would like to contact me with any questions, I can be reached at david.gottshall@mwra.com Thank you for your support and vote.

Courtney Keddy - Members, I am asking for your vote for a seat on the Board of Directors representing MWRA. I have been an employee of MWRA for 8 years, first as a Water Quality Technician and then, for the last 7 years, as a Chemist I in the Southborough laboratory. My goal is to provide a Western Ops perspective to the MWRA representation on the board, as well as being a well-informed contact for members across the authority. Thank You

Cara Seaman (incumbent) - MOSES member for more than 20 years and current Board of Directors member. I work in the Central Laboratory at the Deer Island Treatment Plant and I am asking for your vote. I have served on the Collective Bargaining Committee for multiple contracts and I hope to continue to be your voice and advocate for you. If elected I will continue to work with you and make myself available to our members. I care about your voice being heard and that we are all well represented. The union is only as strong as its members and I encourage you to vote. Thank you for your consideration.

Group 5 – Department of Labor and Workforce Development and Office of the Attorney General (1 seat)

Lou Penella (incumbent) - It has been both an honor and a privilege to serve as your Board Member Representative over the past year. During this time, I have had the opportunity to work alongside a great team of people on the Board to help strengthen our members' benefits, support our union, and protect the rights of every MOSES member.

I would be honored and privileged to have the opportunity to continue serving you in 2026. Thank you for your continued support and trust.

Group 6 - Department of Fish and Game (1 seat)

Ryan Williams - I have proudly served the Commonwealth as a Conservation Data Specialist at the Natural Heritage and Endangered Species Program since 2023. Prior to my tenure with MassWildlife, I spent a decade as a field ecologist. I am driven by DFG's mission, to conserve our state's abundant wildlife, plants, and natural communities, for all to enjoy them. In order for our agency to achieve this mission, those doing the everyday work - in the field and in the office - require a workplace that provides dignity, resources, and support. A strengthened workforce is the foundation of a thriving state government, and our union amplifies our voice when we need to be heard. As an officer of the board, I will fight for the needs of our members so that we can continue our critical work to the mutual benefit of all citizens and the natural resources we steward.

Group 7 – Department of Conservation and Recreation, Department of Environmental Affairs, Division of Energy Resources, and Department of Agricultural Resources (3 seats)

Muhammad N Chowdhury (incumbent) - I have been working at the DCR as a project manager in the Environmental Section of DCR Engineering for the past 21 years. I have served as your MOSES Steward for 11 years, and This summer I was appointed to a vacant board position. I ask for your vote for MOSES Board of Directors. I will advocate for all DCR members whether they are foresters, engineers, planners or scientists. I will fight to protect your personal privacy and dignity. I ask you for the opportunity to represent you. Thank you for your consideration.

Paula Davison (incumbent) - I have been a Commonwealth employee and MOSES member for almost 20 years and am currently the Regional Engineer in the Division of Water Supply Protection at the Wachusett Reservoir. I am also currently serving as the MOSES Secretary. As a Board member for 7+years, I am seeking your support for re-election. During the last two years I have served as a member of the 17A, Membership, Goodwill, Publicity/PR and Safety and Health committees. I have provided assistance to members seeking job reclassifications and I am currently working with the Foresters, reviewing the job series specifications and attempting to expand the series so that it aligns more closely with other MOSES job series. I look forward to continuing to advocate for and assisting our MOSES members with any and all issues. I respectfully ask for your vote, and I thank you for your consideration.

Paula is a candidate in the at-large contest for Secretary. DCR/EOEA/ENE/AGR members can vote for Paula in both contests.

Michael Galvin (incumbent) - Candidate for re-election to MOSES Board of Directors

I have been one of your representatives on the MOSES board of directors for the last 18 years. I currently serve as co-chair the Health and Welfare Committee, and am a member of the Collective Bargaining Committee and union representative at Labor Relations meetings.
As our contract ends next June, the focus will be on fighting for the best terms possible for our next contract. I will also continue to work for more Dental and Optical and Medical reimbursement benefits and to expand the career ladder for those titles with limited chance for advancement. I ask for your vote so that I can continue to fight for you.
I ask you to also vote for Paula Davison for MOSES Secretary. Thank you for your consideration.

Group 8 – Department of Public Safety, Department of State Police, Department of Fire Services, and Office of the Chief Medical Examiner (1 seat)

Jessica Brown (incumbent) - As an employee of the Crime Lab for 21 years and your MOSES BOD representative for the last 4 years, I am requesting your vote to be your representative on the Board of Directors again. I hope that I can continue to support and work for you as your BOD member on the issues that matter most to you. While I have been on other committees, I feel my greatest success these last 4 years was my contributions to the MOSES Recreation committee (a few examples: ZooLights & Canobie Lake/Six Flags). On a personal note, I am a single mother of 2 teenagers and 3 furry kids (2 cats & 1 dog). I hope you will allow me to represent you again, thank you!

Group 9 – Department of Mental Health, Department of Developmental Services, Chelsea Soldier's Home, Executive Offices of Health and Human Services, and MassAbility (1 seat)

Brandon Avila - Currently I am a Construction Coordinator IV with the Massachusetts Department of Mental Health. I've been an active member of MOSES for 5+ years with previously being a part of MA D.O.C. as a CCII & CCIII. Strong unions change lives. They deliver fair pay, reliable benefits, and workplace protections our families depend on. As your representative, I will be an uncompromising voice for our MOSES members in DMH, DMR, CME, CHE, MRC, and EHS. I'm running to secure stronger contracts, upgrade working conditions, and give every member a real seat at the table. Let's work together to build a union that truly delivers for all of us – I would be honored to have your vote and support.

Gerald McCullough (incumbent) – BSME (W.P.I.) - I have been a Facilities Engineer at the Dept. of Mental Health as a Construction Coordinator for 30 plus years and on the MOSES Board of Directors for around 20 years. I have served on the Collective Bargaining, Health Insurance Committees and spoke up when necessary to see that the decisions made during B.O.D. Meetings were in the best interest of our MOSES members. With your vote I will be able to continue working to improve working conditions, your benefits and your paycheck. I look forward to working with President Russell and Team for the best possible contracts for our MOSES members.

Group 10 – Division of Capital Asset Management and Maintenance (1 seat)

Mary D. Richmond (incumbent) - It has been my honor to serve as a MOSES Steward for almost 13 years and as a Board of Director for the past ten. During this past Board term, I served on eight committees. One committee I chaired and another I co-chaired. Budget maintained a balanced budget and responsible spending. I contributed on Commonwealth Collective Bargaining to form the basis for our contract. Participating on the Goodwill committee, I helped ease some members' most dire needs. As co-chair of Legislative Affairs, we made sound decisions on best use of our endorsements and donations. I also served on Training and Career Ladders, Investment, co-chaired Office, and chaired Contracting Out committees. I respectfully request your vote so I can continue working in the best interest of the MOSES organization and the MOSES Membership. Thank you

Group 11 – Department of Housing and Community Development and Massachusetts Emergency Management Agency (1 seat)

(none)

Group 12 – Department of Corrections, Department of Revenue, Department of Public Utilities, and Military Division (1 seat)

Nolan Griffiths (incumbent) - I represent Group 12 (DOC, DOR, DPU, DYS, MIL, State Racing Commission and other departments) on the Board. I joined DOC in 2009 and have worked as a Correction Officer (MCOFU), an Administrative Officer IV (NAGE) and a Construction Coordinator III. My grandfather was an IAFF member and my father is a retired Teamster, so I know what a union means to a family. I serve on the Commonwealth Collective Bargaining, Legislative, Civil Service and Article 17A Committees. MOSES has taken our Article 17A case to the Department of Labor Relations to bring our pay in line with our MassDOT MOSES members. Since January 2025, inflation and rising GIC premiums have eaten into our raises, and more office days would add commuting costs. The Commonwealth is rolling out AI. Our contract ends in June 2027 and bargaining has begun internally. I ask for your vote to keep championing these concerns.

Jimmy Pereira - Hello fellow union members! I am a Construction Coordinator for the MA National Guard (MILDIV). I am seeking your support in the upcoming elections and would love to be able to build upon strengthening the values our union represents. I have been a MOSES member since 2023 and I look forward to earning your vote.

Justin Violette - I am honored that so many of my fellow PUEs in Pipeline Safety nominated me for this role, and I hope to earn your confidence as well.
Although I have been a member of MOSES for less than five years, my background includes proud membership in both the Teamsters and Steelworkers unions, as well as experience in non-bargaining environments-which truly reinforces the value of a strong union contract.
Across our various Divisions, I believe it is vital that we make decisions for the benefit of the entire union body. We must work together to ensure that emerging technologies like AI serve as tools to support us, rather than replacements for our jobs.
Thank you for your consideration and support.

Group 13 – Active Retirees (1 seat – nonvoting)

Charles T. Chiang - Retirees may encounter various legal, fiscal, health, and other issues that MOSES should provide sincere help. I am willing to represent Retirees to seek the best services MOSES can give. Thank you for your support.

Paul K. Donohue (incumbent) - A founding member of MOSES, I served as its first president for 22 years. I am a retired Professional Engineer, and active Attorney. I can help people approaching retirement with questions they may have about their best choices (Option A, B or C) in retirement. I can help those who are already retired with all questions they may have about state retirement, social security, or health benefits.

I have served as your retired representative on the MOSES board of directors since my own retirement and I would appreciate your support in continuing to represent you. Anyone with any questions I may help you with during the next two years, can reach me on my cell phone. (339-235-0698) Thank you.

James Michael Galvin - I previously served on the MOSES Board of Directors as a Representative for over twenty-four (24) years and as the MOSES Treasurer for four (4) years. Optical and Dental costs are becoming an increasing financial burden on retirees. Therefore, one of my primary objectives is to strongly advocate for our union to create a MOSES Retiree Health and Welfare Trust Fund for retirees who are no longer eligible to participate in the MOSES/MA Health and Welfare Trust Fund. It would be an honor and a privilege to serve as your Representative and I respectfully ask for your vote.